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Internat'l Union.. Workers



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CONSTITUTION AND BY-LAWS OF THE Western Federation of Miners

**ADOPTED AT
BUTTE CITY, MONT.**

May 19, 1893.



Amended at Salt Lake City, Utah, 1894.
Amended at Denver, Colorado, 1895.
Amended at Denver, Colorado, 1896.
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Amended at Denver, Colorado, May, 1900.
Amended at Denver, Colorado, May, 1901.
Amended and revised at Denver, Colorado,
November, 1901.
Amended at Denver, Colorado, May, 1902.
Amended at Denver, Colorado, May, 1903.
Amended at Denver, Colorado, May, 1904.
Amended at Salt Lake City, Utah, 1905.
Amended at Denver, Colorado, May, 1906.
Amended at Denver, Colorado, June, 1907.
Amended at Denver, Colorado, July, 1908.
Amended at Denver, Colorado, July, 1909.
Amended at Denver, Colorado, July, 1910.
Amended at Butte, Montana, July, 1911.



mine, mill and smelter workers

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PREAMBLE

1 1. We hold that there is a class struggle in
2 Society and that this struggle is caused by eco-
3 nomic conditions.

4 2. We affirm the economic condition of the
5 producer to be that he is exploited of the wealth
6 which he produces, being allowed to retain
7 barely sufficient for his elementary necessities.

8 3. We hold that the class struggle will
9 continue until the producer is recognized as
10 the sole master of his product.

11 4. We assert that the working class, and
12 it alone, can and must achieve its own eman-
13 cipation.

14 5. We hold, finally, that an industrial union
15 and the concerted political action of all wage
16 workers, is the only method of attaining this
17 end.

18 6. Therefore, we, the wage slaves, em-
19 ployed in and around the mines, mills, smel-
20 ters, tunnels, open pits and open cuts. have
21 associated in the Western Federation of
22 Miners.

CONSTITUTION

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ARTICLE I.

1 Section 1. This organization shall be known
2 as the Western Federation of Miners, and shall
3 be composed of all persons working in and
4 around mines, mills, smelters, tunnels, open
5 pits and open cuts, organized into unions pay-
6 ing per capita tax to the Federation.

7 Sec. 2. The objects of this organization
8 shall be to unite the various persons working
9 in and around the mines, mills, smelters, tun-
10 nels, open pits and open cuts, into one central
11 body, to practice those virtues that adorn so-
12 ciety and remind man of his duty to his fellow
13 man, the elevation of his position and the main-
14 tenance of the rights of the workers.

15 Sec. 3. Whenever twenty or more persons,
16 working as specified in Section 1 of this arti-
17 cle, shall be found that will be self-supporting,
18 they shall, on application, be granted a char-
19 ter. Provided that no charter shall be issued
20 the effect of which is to segregate the
21 crafts engaged in the mining industry.

ARTICLE II.

Convention.

22 Section 1. This Federation shall hold its bi-
23 ennial convention on the third Monday in July,
24 at such place as the convention shall designate
25 before adjournment of any session thereof.

26 Sec. 2. Each union shall be entitled to one
27 delegate for one hundred members or less, and
28 one for each additional one hundred or major-
29 ity fraction thereof. Provided, no delegate shall
30 in any event, either holding proxy votes or rep-
31 resenting a union entitled to a greater number,
32 cast more than five votes.

1 Sec. 3. Representation in the biennial con-
2 vention shall be based on the April report
3 prior to the holding of the convention, and the
4 January report of each year shall be an annual
5 report; provided, in case a special convention
6 is held, the representation shall be based on
7 the last monthly report prior to the calling of
8 the special convention.

9 Sec. 4. Each union shall elect a delegate or
10 delegates and alternates to attend the biennial
11 convention of the Federation. Such delegates
12 and alternates shall be nominated and elected
13 in compliance with Section 1, Article III of the
14 By-Laws, and said election of delegates and al-
15 ternates shall take place at the semi-annual
16 election of all local unions, the first meeting in
17 June. The alternate delegate shall only at-
18 tend and be entitled to a seat in the convention
19 when the regularly elected delegate fails, re-
20 fuses or is unable to be present to discharge
21 his duties. To be eligible, a delegate or alter-
22 nate must be a bona fide wage worker in the
23 jurisdiction of his local union, or one who is
24 employed by his local union, or the Western
25 Federation of Miners, having a membership in
26 good standing in the Western Federation of
27 Miners for a period of not less than one year,
28 immediately preceding the date of his nomina-
29 tion; provided, however, that the provisions of
30 this section shall not apply to the unions and
31 members thereof which have been organized
32 for a length of time less than that mentioned
33 herein. Delegates shall present their creden-
34 tials and have them passed upon before taking
35 their seats in the convention. Delegates in at-
36 tendance at the convention and absenting them-
37 selves without permission from the sessions
38 thereof shall not be entitled to their per diem
39 for any day, or part of a day, upon which they
40 were absent. Duplicate credentials must be in

1 the hands of the secretary-treasurer at least
2 fifteen days prior to the meeting of the con-
3 vention. No local union shall be entitled to
4 representation in the convention which has not
5 complied with the constitution of the Federa-
6 tion. All proxy credential certificates must be
7 sent direct to the delegates named thereon, and
8 the duplicate certificate to the secretary-treas-
9 urer at headquarters fifteen days prior to the
10 meeting of the biennial convention.

11 Sec. 5. Delegates representing a majority
12 of the unions comprising the Federation shall
13 constitute a quorum.

14 Sec. 6. Ladies' Auxiliaries of the Western
15 Federation of Miners shall be entitled to one
16 delegate with one vote for each auxiliary in
17 good standing and transportation expenses for
18 said delegate shall be paid by the Federation.

Pay of Delegates.

19 Sec. 7. The pay of each delegate to the bi-
20 ennial convention shall not be less than \$5.00
21 per day, which shall be paid by the union he
22 represents.

23 The Federation shall pay the transportation
24 expenses of one delegate from each union in
25 good standing. Any union electing more than
26 one delegate shall pay transportation expenses
27 on all delegates elected above that number.
28 Secretaries of all local unions shall insert on
29 credential card the name of delegate entitled
30 to mileage at headquarters.

ARTICLE III.

Nomination and Election of Officers.

31 Section 1. The officers of the Federation
32 shall consist of the President, Vice-President,
33 Secretary-Treasurer, and four other Executive
34 Board members, all of whom shall be elected
35 by a vote of the membership.

1 Sec. 2. The call, with blanks for nomina-
2 tions, shall be issued by the Secretary-Treas-
3 urer on the first day of March in each even
4 numbered year. Each local may nominate one
5 candidate for each office, but the name of no
6 candidate shall be placed on the ballot unless
7 nominated by at least five locals.

8 Sec. 3. The returns of the nominations
9 must be in the hands of the Secretary-Treas-
10 urer of the Western Federation of Miners not
11 later than the 15th day of April; provided, that
12 any local that cannot be reached by mail may
13 use telegraph or other means of communica-
14 tion.

15 Sec. 4. The Secretary-Treasurer shall im-
16 mediately notify each nominee of his nomina-
17 tion, and his acceptance, together with a state-
18 ment certifying to the eligibility of the nom-
19 inee for the office for which he is nominated
20 according to the provisions of this Constitution,
21 must be in the hands of the Secretary-Treas-
22 urer not later than May 10th.

23 Sec. 5. The Secretary-Treasurer shall send
24 to each local Union a sufficient number of bal-
25 lots for the members thereof on which shall be
26 printed in full the names of all eligible candi-
27 dates. The voting shall take place at the regu-
28 lar June election of that year.

29 Sec. 6. The Secretaries of the local unions
30 shall immediately after election send the bal-
31 lots and returns of the election to headquar-
32 ters, said returns to be signed by the judges of
33 election, countersigned by the Secretary and
34 bear the seal of the local union. The returns
35 shall be sent to headquarters in a special en-
36 velope provided by headquarters on which
37 shall be printed the words "Election Returns,"
38 these returns and the ballots to be held intact
39 until the convening of the Convention.

40 Sec. 7. At the Convention a committee of

1 three shall be elected to canvass the returns,
2 the ballots to be held intact until the close of
3 the Convention, after which, if no contest is
4 made, these ballots shall be destroyed.

5 Sec. 8. For the offices of President, Vice-
6 President and Secretary-Treasurer the candi-
7 dates receiving the highest number of votes
8 for each of those respective offices shall be
9 elected, and the four candidates for Executive
10 Board members receiving the four highest
11 number of votes shall be declared elected.

12 Sec. 9. All officers elected to be installed
13 at the Convention or, if absent, as soon there-
14 after as possible, and they shall take office on
15 the 1st day of September following.

16 Sec. 10. Delegates to the American Feder-
17 ation of Labor Convention shall be elected an-
18 nually, according to the same provisions for
19 the election of officers in the biennial election.

20 Sec. 11. The candidates receiv-
21 ing the highest number of votes shall
22 be declared elected.

23 Sec. 12. The candidates receiv-
24 ing the next highest number of votes
25 shall be declared alternates.

26 Sec. 13. Delegates to the American Fed-
27 eration of Labor shall receive the same pay as
28 Delegates to the Western Federation of Min-
29 ers' Convention.

30 Sec.* 14. To be eligible to any elective
31 office, or Delegate to the American Federation
32 of Labor Convention, the same qualification
33 shall be required as those provided in this
34 Constitution for Delegates to the Western Fed-
35 eration of Miners' Convention.

Recall of Officers.

36 Sec. 15. On petition for the recall of an
37 official of the Western Federation of Miners
38 signed by not less than ten per cent of the

1 membership of the Federation in good stand-
2 ing from not less than ten local unions of the
3 Western Federation of Miners, it shall be the
4 imperative duty of the Executive Board to
5 call for a referendum vote of the entire mem-
6 bership in the manner provided for in Section
7 11, Article IV.

ARTICLE IV.

Duties of Officers.

Duties of President.

8 Section 1. It is the duty of the President to
9 preside at all meetings of the Federation, pre-
10 serve order, enforce the constitution and watch
11 vigilantly over the interests and affairs of the
12 Federation. In this he shall be assisted by all
13 the officers of the Federation. He shall have
14 the right to vote at the election of officers, and
15 when the members are equally divided he shall
16 have the deciding vote on the question under
17 consideration. He shall sign all orders drawn
18 by the Secretary-Treasurer, in compliance with
19 a vote of the majority at any session of the
20 Executive Board. He shall, with the approval
21 of the Executive Board, fill all vacancies occur-
22 ring in the Executive Board, or in the offices
23 of Vice-President and Secretary-Treasurer. He
24 may, with the approval of the Executive Board,
25 appoint such organizers as the condition of the
26 Federation may justify. Said organizers shall
27 at all times act under the instructions of the
28 president, and they shall receive not less than
29 \$100.00 per month for such time as they are
30 actually employed, together with transporta-
31 tion expenses, and they shall report to the of-
32 fice of the Federation in writing at least once

1 each week, while in the employ of the Federa-
2 tion as organizers. The President shall visit
3 each district once each year, and visit as many
4 unions as the condition of the Federation will
5 permit; and he may also examine the books of
6 any union he visits, provided he has time so
7 to do, in order to ascertain if each union is
8 paying its share of the maintenance of the
9 Federation. He shall communicate with persons
10 living in places where the Federation does not
11 exist, and have them organized, if possible. He
12 may convene the Executive Board when, in his
13 opinion, the affairs of the Federation will justi-
14 fy the same; and he may, with the approval of
15 the Executive Board, call an extra convention
16 of the Federation, and he shall, on the written
17 request of six members of the Executive Board
18 or on written request of ten unions having a
19 combined membership of 7,500, call an extra
20 convention of the Federation. He shall be and
21 he is hereby constituted the trustee to sell,
22 transfer or encumber in any manner and to
23 any extent that he deems for the best interests
24 of the Federation, any and all real and per-
25 sonal property, except the funds of the Western
26 Federation of Miners, with the concurrence
27 and under the direction of the Executive Board
28 of the Federation, or a convention duly called
29 and assembled, and he shall execute all such
30 documents in manner following: The Western
31 Federation of Miners, by....., Trustee.
32 He shall submit a complete report of his work
33 during the term of his office to each conven-
34 tion, and make such recommendations as in
35 his judgment will advance the interests of the

1 organization. The President shall have the
2 power with the consent of the Executive
3 Board, to revoke the charter of any local
4 union for violation of the constitution or by-
5 laws, or proven treachery to the principles of
6 the Western Federation of Miners. He shall
7 receive \$5.00 per day for his services, besides
8 such an additional amount as may be neces-
9 sary to defray his transportation and other
10 expenses.

Duties of Vice-President.

11 Sec. 2. It is the duty of the Vice-President
12 to assist the President to preserve order at
13 all meetings and assist him in the discharge
14 of his duties; preside during his absence, and
15 perform the duties devolving upon the Presi-
16 dent; and in case of vacancy occurring in the
17 office of President, he shall ascend to the
18 Presidency and act as such for the unexpired
19 term.

Duties of Secretary-Treasurer.

20 Sec. 3. It shall be the duty of the Secre-
21 tary-Treasurer to attend all conventions of the
22 Western Federation of Miners, and bring there-
23 to all the necessary books, papers, and docu-
24 ments pertaining to his office, and keep a
25 proper and correct record of the proceedings
26 of the convention; read all petitions, resolu-
27 tions and communications, not in charge of a

1 special committee, which may be submitted to
2 the Federation, file and safely keep, unless
3 otherwise ordered, all papers or documents
4 which have been before the convention. At each
5 biennial meeting of the convention he shall
6 submit a complete report of the receipts and
7 disbursements of the Federation for the pre-
8 ceding year, number of unions organized, num-
9 ber in good standing and the number of unions
10 disbanded, if any, and the cause thereof. If
11 ordered by the convention, he shall cause to be
12 printed duly authenticated copies of the pro-
13 ceedings of the convention and furnish each
14 local union with a copy thereof. He shall pre-
15 pare, sign and seal all charters and such other
16 papers and documents as may emanate from
17 the Western Federation of Miners, and which
18 are required to be duly authenticated. He
19 shall, at the end of each quarter, send a report
20 to each local union, showing the receipts, and
21 the dates thereof, of all moneys received from
22 the local unions for the preceding quarter. All
23 moneys coming into his hands belonging to the
24 Federation shall be deposited, at least twice a
25 month, in some solvent bank or banks, and
26 shall only be drawn out to pay indebtedness
27 arising out of the due conducting of the busi-
28 ness of the Federation, and then only after
29 a bill shall have been first duly presented by
30 the creditor, when in payment thereof a check
31 shall be drawn and signed by him, after which
32 he shall present it, together with the bill, to
33 the President for his counter-signature. He
34 shall have charge of all the funds and property
35 of the Western Federation of Miners, and shall
36 keep a careful and accurate account thereof, as
37 well as an accurate account of all funds arising
38 out of the relation of the Federation with the
39 local unions, and whenever money is received
40 from a local union, a receipt therefor must be

1 given or mailed to the sender. He shall prompt-
2 ly attend to all correspondence pertaining to his
3 office, and within the first week in May of each
4 year he shall send to each union which is not
5 indebted to the Federation for moneys, which it
6 should have paid under the Constitution, dupli-
7 cate credentials for delegates. Upon the expi-
8 ration of his term of office or retirement from
9 any cause he shall faithfully account for all
10 money or property coming into his hands and
11 all funds or property remaining in his hands or
12 not paid out or disposed of in the due course of
13 the discharge of his official duties, it shall be
14 accounted for and turned over to his successor
15 or such other person who may be duly author-
16 ized to take into his custody the funds or prop-
17 erty of the Federation. For the honest and faith-
18 ful discharge of his duties he shall give a bond
19 in the sum of not less than \$30,000, the bond so
20 given to be approved by the Executive Board and
21 kept in their custody. For his services he shall
22 receive the sum of one hundred and fifty (150)
23 dollars per month, which may be paid monthly
24 out of the funds of the Federation, in the same
25 manner as is provided for the payment of other
26 bills and indebtedness. He shall issue a supple-
27 ment to his quarterly report of all members
28 suspended, fined or expelled during the quarter.

Executive Board.

29 Sec. 4. The Executive Board shall consti-
30 tute the Federation board of arbitration and
31 conciliation, and between conventions have full
32 power to direct the workings of the Federa-
33 tion. No representative of a union shall be en-
34 titled to a hearing before the Executive Board
35 without proper credentials, with the seal of
36 the union attached thereto.

37 Sec. 5. The Executive Board shall be con-
38 vened by the President, or by the Secretary-

1 treasurer, at the request of three members of
2 the Board.

3 Sec. 6. The imperative mandate shall effect
4 all elective officers on receipt of a petition
5 signed by over fifty per cent of the members
6 of the Federation in good standing.

7 Sec. 7. The jurisdiction of the Western
8 Federation of Miners shall cover the United
9 States and its territories, and the Dominion of
10 Canada.

11 Sec. 8. Each member of the Executive
12 Board shall act as an organizer and he shall
13 also be required to make such investigation
14 relative to the condition of each local union
15 as in his judgment may be necessary, and make
16 a report thereof to the President of the Feder-
17 ation on or before the 10th day of June of each
18 year. In case of trouble arising in the juris-
19 diction of a union, the member shall be sum-
20 moned and given full charge in the direction
21 of negotiations until the arrival of the Presi-
22 dent, who shall be summoned if necessary. For
23 all necessary services rendered in the discharge
24 of his duties, he shall receive the sum of \$5.00
25 per day for such time as he is actually em-
26 ployed, together with his transportation ex-
27 penses, and he shall at all times be subject to
28 the orders of the President.

29 Sec. 9. The Executive Board members
30 shall be placed on continuous pay, and kept in
31 the field constantly, and be at all times under
32 the direction of the President, who shall direct
33 their actions in the field, and shall require
34 each member to report weekly the result of his
35 work, and to audit the books of all locals he
36 may visit and make a thorough report on con-
37 dition of same.

38 Sec. 10. All members of the Executive
39 Board, and organizers employed by the Fed-
40 eration shall submit monthly reports for publi-

1 cation in the Miners' Magazine, these reports
2 to contain matters of interest to the general
3 organization.

4 Sec. 11. The Executive Board shall, on de-
5 mand of ten or more locals, submit all such
6 matters pertaining to such proposition to a ref-
7 erendum vote through the Secretary-Treasurer,
8 not later than fifteen days after receipt thereof;
9 provided that no such referendum shall be sub-
10 mitted which is a reversal of a former refer-
11 endum within one year. The majority of such
12 vote shall be binding on all parties concerned.

13 Sec. 12. The Executive Board Members
14 shall be delegates at large to the convention
15 and entitled to the same privileges as other
16 delegates at the convention.

ARTICLE V.

Revenues and Disbursements.

17 Section 1. The revenue of the Federation
18 shall be derived from a charter fee of ten dol-
19 lars and a per capita tax of twenty-five cents
20 per month on all monthly dues collected in
21 accordance with the stamp system, to be paid
22 from the general fund of each union through
23 the purchase of said stamps in advance, and
24 in case of emergency such assessments, as in
25 the judgment of the Executive Board or con-
26 vention may be necessary, the same shall be
27 paid from the general fund, and based on the
28 preceding monthly report previous to such as-
29 sessment.

30 Sec. 2. Any union failing to purchase the
31 required number of per capita and assessment
32 stamps to stamp all membership cards, in com-
33 pliance with the stamp system, shall be peral-
34 ized as prescribed by Section 3, Article IX.

ARTICLE VI.

Official Journal.

1 Section 1. The Journal shall be issued
2 weekly under the direct supervision of the
3 General Executive Board. The Executive Board
4 shall have the power to appoint the Editor of
5 the Miners' Magazine.

6 Sec. 2. The pages of the official journal
7 shall be open to all officers and members of
8 the organization for the discussion of social
9 affairs, industrial, economic and political
10 questions, or any other questions pertaining
11 to the interest of the working-class. It shall
12 endeavor to enlighten the membership of the
13 organization on the cost of production of the
14 various kinds of metals, viz: iron, steel, lead,
15 zinc and copper, and its market value. It shall
16 endeavor to give statistics showing what wages
17 are being paid to the miners, millmen and
18 smeltermen and steel workers in the different
19 states and territories in the jurisdiction of the
20 Western Federation of Miners. It further shall
21 endeavor to demonstrate what relation there
22 exists between one set of workers and another
23 set of workers, especially those workers who
24 are engaged in the production of coal, iron,
25 steel, lead, zinc and copper, and other precious
26 metals, and it shall at all times advocate the
27 principles of Industrial Unionism.

ARTICLE VII.

Strikes and Adjustments.

28 Section 1. It shall be unlawful for any
29 union to enter upon a strike unless ordered
30 by two-thirds of the votes cast upon the

1 question; such questions shall be decided by
2 referendum vote, notice of such referendum to
3 be posted three days in advance, vote to be
4 by ballot and polls to be open for not less
5 than eight hours. No call shall be made for
6 a referendum vote on a strike until after hav-
7 ing received the approval of the Executive
8 Board of the W. F. M.

9 Sec. 2. In case of a strike being in progress
10 in the jurisdiction of the Federation, where a
11 union of the Federation is on strike, regularly
12 ordered by the union and the Executive Board,
13 and in the opinion of the President and the
14 executive Board it becomes necessary to call
15 out any other union or unions in order to carry
16 the strike to a successful termination, that
17 they shall have full power to do so.

18 Sec. 3. Any agreement entered into between
19 the members of any local union and their em-
20 ployers as a final settlement of any difficulty
21 or trouble that may occur between them shall
22 not be considered valid or binding until the
23 same shall have the approval of the Executive
24 Board of the Western Federation of Miners.

25 Sec. 4. No local union or unions of the W.
26 F. M. shall enter into any signed contract or
27 verbal agreement for any specified length of
28 time with their employers.

ARTICLE VIII.

- New Unions.

29 Section 1. Whenever twenty or more non-
30 union or union men shall be so situated within
31 the jurisdiction of a union that the attendance
32 at the meetings of such union would be incon-
33 venient, they may apply to the President of the
34 Federation for a charter. Should he consider
35 their application a proper one for the advance-
36 ment, both of the interests of the applicants and
37 the Federation, a charter shall be granted them

1 and their territorial jurisdiction defined. If
2 such applicants are members they must apply
3 to their respective unions for transfer cards,
4 through the secretary-elect. Any union refus-
5 ing to issue such cards shall be subject to a
6 fine, the amount of which shall be determined
7 by the Executive Board.

ARTICLE IX.

Penalties.

8 Section 1. Any union failing or refusing to
9 comply with the Constitution and By-Laws
10 shall for the first offense be suspended from
11 the privileges and benefits of the Federation
12 for three months, and for the second offense,
13 six months, or be expelled, as the Executive
14 Board may determine.

15 Sec. 2. Any union failing to make correct
16 monthly reports to the Secretary-Treasurer of
17 the Federation, thereby evading its just share
18 of the per capita tax and assessments, shall be
19 fined for each offense a sum equal to double
20 the amount so evaded.

21 Sec. 3. Any local union whose Secretary
22 fails to place the required number of per capita
23 or general assessment stamps upon a mem-
24 ber's card shall be subject to a fine of one dol-
25 lar for each stamp not so placed.

26 Sec. 4. Any local union whose Secretary
27 fails to forward to the Secretary-Treasurer of
28 the Federation properly filled out monthly and
29 annual reports within ten days after the same
30 become due, shall be advertised in the Miners'
31 Magazine. This section shall not apply to local
32 unions in Alaska.

ARTICLE X.

Duties and Privileges of Members.

33 Section 1. Each member at initiation shall
34 pledge himself to support the Constitution of
35 the Federation and obey all lawful orders of

1 the Executive Board, in addition to the obli-
2 gation required by the union of which he be-
3 comes a member.

4 Sec. 2. If a member of a union commits an
5 offense in violation of his obligation, or against
6 the good and welfare of his union, or any union
7 of the Western Federation of Miners, or any
8 members thereof, or in violation of the Consti-
9 tution and By-Laws of the Western Federation
10 of Miners, or affiliated unions, he shall be en-
11 titled to an impartial trial by his local union,
12 as hereinafter provided. The offense with which
13 he is charged shall be presented in writing to
14 his local union by the member making the
15 charge, who at the time must be a member of
16 the Western Federation of Miners in good
17 standing. Said charges shall be read by the
18 Recording Secretary of the union at the first
19 regular meeting of the union after the paper
20 containing the charges is received. When said
21 charges are read, the President shall, without
22 discussion, appoint an impartial committee of
23 five members of the union in good standing to
24 investigate such charges, whose duty it shall be
25 to present a copy of the charges to the member
26 against whom the charges have been preferred
27 and notify him when to appear before said com-
28 mittee for trial. Similar notice shall be served
29 upon the member preferring the charges. This
30 committee shall elect a chairman and secretary
31 before proceeding to hear evidence for the
32 plaintiff and defendant, and keep a correct copy
33 of the charges and all testimony presented, and
34 submit the same to the union, with their writ-
35 ten report signed by all members of the com-

1 mittee. The union shall either adopt or reject
2 the report of the committee. The defendant
3 shall have the right to appeal to the Executive
4 Board of the Western Federation of Miners,
5 and from that body to the ensuing convention.
6 The Executive Board shall receive no evidence
7 in the case except the records of the commit-
8 tee, nor permit any witness to appear for the
9 plaintiff or defendant. Should the union fail to
10 preserve the records of the investigation as re-
11 turned by the committee or refuse to surrender
12 the same to the Executive Board upon the re-
13 quest of the Secretary-Treasurer, it shall be
14 subject to whatever penalty the Executive
15 Board may deem necessary to impose upon it.

16 Sec. 3. Any one acting as a strike-breaker
17 or scab during a strike in the jurisdiction of
18 the Western Federation of Miners, who pro-
19 fesses to have seen the error of his ways, may
20 be placed on probation by the local union in-
21 volved, on the condition that he remains in that
22 union's jurisdiction and lends his efforts to re-
23 pair the wrong he has helped to bring on;
24 provided, that this shall in no way apply to
25 any man who has been a deputy sheriff or gun
26 man in the employ of any corporation. Such
27 men shall remain on probation until such time
28 as the local union involved shall declare his of-
29 fense expiated in full by good work for the
30 cause.

31 In case of a union being defunct, the Execu-
32 tive Officers of the Western Federation of
33 Miners shall be governed by this provision. The
34 card issued on probation shall be marked
35 "probation card."

1 Sec. 4. Whenever any member of a local
2 union shall be discharged for participating in
3 the active affairs of the local, or of the Western
4 Federation of Miners, it shall be the duty of
5 the local union to investigate fully and use all
6 means in their power to have same member
7 reinstated in his position.

8 Sec. 5. Whenever a member of a local
9 union shall become a foreman, shift boss or
10 assume a position that cannot be termed as
11 part of the mining industry, he shall lose all
12 rights to a voice, vote or seat in the meetings
13 of his local union, but may continue his mem-
14 bership as a beneficiary member, or upon ap-
15 plication to the Financial Secretary he may
16 be granted a withdrawal card.

ARTICLE XI.

Legislation.

17 Section 1. The initiative and referendum
18 shall govern all legislation. Whenever a local
19 in good standing, delegate or delegation in con-
20 vention shall, by resolution, offer an amend-
21 ment to the Constitution and By-laws, the same
22 shall be considered in the biennial conven-
23 tion, and by that body submitted to the mem-
24 bers of the Western Federation of Miners, who
25 shall vote upon the same within sixty days.
26 All locals voting on a referendum shall use—

27 First: A blank record sheet for the names
28 of all members voting;

29 Second: Printed ballots with the questions
30 fully stated upon them, with the spaces, so as
31 to vote for or against any question;

32 Third: That envelopes containing record
33 sheets with names, report blanks, with totals

1 of votes cast for or against all questions,
2 should contain no other matter, and the word
3 "referendum" should be marked upon the en-
4 velope, and the same shall not be opened until
5 the date set for compiling the votes of all
6 locals.

7 After having received the approval of a ma-
8 jority of the members voting upon the ques-
9 tion, it shall receive the signature of the Presi-
10 dent and Secretary-Treasurer, and becomes a
11 part of the organic law. The Secretary-Treas-
12 urer shall canvass the vote on all referendum
13 questions and make up a return sheet, setting
14 forth the vote of each local, and furnish all
15 locals with a copy of the same.

ARTICLE XII.

Emergencies.

16 Section 1. Whenever a vital circumstance,
17 not otherwise provided for, arises and the same
18 cannot in justice be deferred until the assem-
19 bling of the convention, the Executive Board
20 may submit any important question so arising
21 to a referendum vote of the entire member-
22 ship in good standing, in the manner described
23 in Section 1, Article XI. The majority of such
24 vote to govern in all cases submitted.

25 Sec. 2. Whenever a proposition of vital im-
26 portance presents itself to the membership of
27 the W. F. M., not otherwise provided for, the
28 Executive Board shall, on demand of ten or
29 more locals, submit all such matters pertaining
30 to such proposition to a referendum vote
31 through the Secretary-Treasurer, not later than
32 fifteen days after receipt thereof; provided
33 that no such referendum shall be submitted

1 which is a reversal of a former referendum
2 within one year. The majority of such vote
3 shall be binding on all parties concerned.

4 Sec. 3. This constitution shall not be
5 amended except by a majority vote of all dele-
6 gates assembled in convention or by initiative
7 petition of at least ten locals of this organiza-
8 tion, representing at least five per cent of the
9 whole membership, the same to be approved
10 by referendum vote as described in Section 1,
11 Article XI.

BY-LAWS

ARTICLE I.

Strikes and Lockouts.

1 Section 1. Whenever a strike shall be ap-
2 proved by the Executive Board and local union
3 as authorized by Section 1 of Article VII, or the
4 Constitution, the Treasurer of such union shall
5 receive all aid sent by the Secretary-Treasurer.
6 Said Treasurer shall file a bond with the Execu-
7 tive Board, subject to its approval, in such sum
8 or sums as the Executive Board may determine.
9 Said Treasurer shall make complete itemized
10 returns through the Secretary-Treasurer to the
11 Executive Board and local union of the receipts
12 and disbursements, and the persons aided.

Receipts and Accounts.

13 Sec. 2. Local unions shall preserve all re-
14 ceipts issued by the Secretary Treasurer and
15 have the same presented to the finance com-
16 mittee at the biennial convention, through
17 their delegates to the convention, in order to
18 compare them with the stub book of the Sec-
19 retary-Treasurer.

Password.

20 Sec. 3. The President shall send to each
21 union which has paid per capita tax and is not
22 ninety days in arrears for assessments, a quar-
23 terly password.

Membership Card.

24 Sec. 3A. Throughout the jurisdiction of the
25 Western Federation of Miners a uniform mem-

1 bership card shall be used. The same shall be
2 the stamp card system, approved by the Tenth
3 and amended by the Sixteenth Annual Conven-
4 tion; the form and style of said cards shall
5 provide a space wherein local Secretaries shall
6 record the amount of sick benefits received by
7 each member. Said card shall be designed by
8 the Executive Officers of the Western Federa-
9 tion of Miners.

Withdrawal Cards.

10 Sec. 4. If a member takes a withdrawal
11 card from the union to which he belongs and
12 goes to work as specified in Section 1, Article
13 1, of the Constitution, where there is a union
14 of the Federation, he shall at once deposit his
15 card in that union; failing to do so, he shall be
16 held for dues and assessments from the time
17 he starts to work by the union within whose
18 jurisdiction he may be employed.

19 Sec. 5. No withdrawal card shall be issued
20 to any member of the W. F. M. except such
21 members who are actually engaged in some oc-
22 cupation not included in the jurisdiction of the
23 W. F. M., or one who permanently retires from
24 the occupation specified in Article I of the
25 Constitution.

26 Sec. 6. Local unions of the Federation
27 shall have full jurisdiction over all members
28 who are permanent residents of their local
29 districts, subject, however, to the right of ap-
30 peal described in Section 2, Article X, of the
31 Constitution.

32 Sec. 7. Local unions shall have power to
33 name the amount to be collected as a rein-
34 statement fee from members six months or
35 more in arrears for dues and assessments.

36 Sec. 8. Secretaries shall place due stamps
37 on members' cards for back dues collected for
38 reinstatement or otherwise.

Interchangeable Cards.

1 Sec. 9. Transfer cards and withdrawal
2 cards issued by any chartered labor organiza-
3 tion shall be accepted by local unions of the
4 Western Federation of Miners, subject to the
5 rules and qualifications governing members of
6 such locals of the Western Federation of
7 Miners.

Transfer.

8 Sec. 10. Any member leaving the jurisdic-
9 tion of his union and going to work in the juris-
10 diction of another union of the Federation shall
11 immediately deposit his membership card with
12 the Financial Secretary and pay up all arrear-
13 ages. The Financial Secretary receiving the
14 member's card shall immediately notify the
15 union of which the member has a card, so that
16 the member's account can be closed in the for-
17 mer union; and the failure upon the part of
18 the Financial Secretary to notify the union
19 within fifteen days shall subject him to a fine
20 of not less than one dollar nor more than five.
21 All arrearages collected (other than local as-
22 sessments) shall belong to the union receiv-
23 ing the membership card and all advance dues
24 which may have been paid shall be remitted;
25 provided, however, that no advance dues shall
26 be requested for the month in which transfer
27 is made. Any member in good standing trans-
28 ferring from one local to another, upon signing
29 the Constitution, shall be entitled to all the
30 rights and benefits of that local.

31 Sec. 11. Any member working within the
32 jurisdiction of a local union and refusing to de-
33 posit his card, shall be subject to a fine of not
34 less than \$1.00 nor more than \$50.00, said fine
35 to be left to the discretion of the local union.

36 Sec. 12. When a member of a local union
37 goes to work within the jurisdiction of another
38 and refuses to deposit his card, it shall be its

1 duty to place a fine against him and suspend
2 him from any benefits whatsoever. Any Secre-
3 tary accepting dues from a member who is in
4 the jurisdiction of another local shall be sub-
5 ject to a fine of not less than \$1.00 nor more
6 than \$5.00.

ARTICLE II.

Supplies.

7 Section 1. All withdrawal and notification
8 cards of the Federation shall be made of uni-
9 form size, with stub attachment.

10 Sec. 2. The Federation has adopted, for
11 the sake of uniformity, the following supplies,
12 which must be procured from the Secretary-
13 Treasurer, except in the Dominion of Canada,
14 where blanks shall be printed to conform with
15 the laws and usages of that country, as well
16 as in conformity with this Constitution, and
17 that the same may be printed in the Dominion
18 of Canada, viz.: Constitutions, withdrawal
19 cards, notification cards, quarterly report
20 blanks, blank bonds for officers of unions, ap-
21 plication blanks, ledger, day book and cash
22 book, and that it be imperative on the part of
23 all locals to use this system of bookkeeping.
24 Provided, all membership cards and the auth-
25 orized metal emblem of the Federation shall be
26 procured from the Secretary-Treasurer of the
27 Federation.

ARTICLE III.

Nominations, Elections and Installations of Officers.

28 Sec. 1. Nominations of officers in local
29 unions shall be made from the floor. Nomina-
30 tions shall remain open for three regular meet-
31 ings prior to election, when each Recording
32 Secretary shall, within ten days thereafter,
33 forward the names of all officers elected to the
34 Secretary-Treasurer of the Federation, who

1 shall compile a directory of the same and
2 forward a copy of these directories to each
3 local union. It shall be optional with each
4 local union as to whether it shall hold annual
5 or semi-annual elections. Installation of offi-
6 cers for local unions shall not take place until
7 the first meeting in July or in January.

Balloting.

8 Sec. 2. All unions shall, on the demand of
9 five or more members in good standing, take a
10 secret ballot upon any question coming before
11 the union.

ARTICLE IV.

Jurisdiction.

12 Section 1. The jurisdiction of the Federa-
13 tion shall extend to all states and territories
14 and the Dominion of Canada as described in
15 Section 7, Article IV, of the Constitution.

District Unions.

16 Sec. 2. Where a majority of members vot-
17 ing in a district or state deem it necessary,
18 they may organize a district or state union for
19 the purpose of doing business for the district
20 or state. Such unions shall apply to the Fed-
21 eration for, and receive a special charter, said
22 charter to be issued at cost. Such district or
23 state union shall be subordinate to the Feder-
24 ation, but shall be a higher authority than the
25 local unions of the Federation in its jurisdic-
26 tion. All local unions of the Federation with-
27 in the jurisdiction of a district or state union
28 shall be a member of said district or state
29 union and recognize the authority of same.

Defunct Unions.

30 Sec. 3. When any local union has a mem-
31 bership of less than ten members in good
32 standing, the charter of such local may be con-
33 sidered defunct, and surrender its charter and

1 books to the Federation; and any member of
2 the said union becoming desirous of joining
3 another union of the Western Federation of
4 Miners shall, by paying the dues and assess-
5 ments he owed in his former union up to the
6 time the books were turned over to the Fed-
7 eration, be transferred to the union to which
8 he makes application.

9 Sec. 4. The property of defunct unions
10 shall be held in trust by the Federation for a
11 period of not less than one year; thereafter it
12 shall become the property of the Federation.

13 Sec. 5. Where two or more locals are situ-
14 ated in the same locality or district, and one or
15 more locals become weakened by loss of mem-
16 bers or otherwise, they may, by a majority
17 vote of each local interested, consolidate. All
18 money and property shall belong to the union
19 so consolidated, except the charter or charters
20 of the locals ceasing to exist, said charters to
21 be forwarded to headquarters immediately.
22 The unions so consolidated shall be held for
23 all existing indebtedness.

ARTICLE V.

24 Section 1. Each local Financial Secretary
25 must keep a record of all members that are
26 expelled from local unions, and when a person
27 is proposed for admittance into any local of
28 the Western Federation of Miners, the Finan-
29 cial Secretary must first look at the list re-
30 ported by the Secretary-Treasurer of the Fed-
31 eration and then report to his union the result
32 of his investigation.

Correspondence.

33 Sec. 2. Each Secretary of the local union
34 shall be required to keep a copy of all corre-
35 spondence in a copying book suitable for that
36 purpose.

ARTICLE VI.

Fines and Penalties.

1 Section 1. Any member who is under the
2 influence of liquor, appearing as a delegate at
3 any convention of the Western Federation of
4 Miners, or failing to answer roll call without
5 being excused by the President, shall be fined
6 for the first offense the sum of one dollar; for
7 the second offense the sum of two dollars; for
8 the third offense the sum of five dollars, and
9 any delegate or delegates who shall have been
10 guilty of such an offense shall be censured and
11 reprimanded by the President, and the union
12 to which he or they may belong shall be noti-
13 fied of his action.

ORDER OF BUSINESS

1. Call the meeting to order.
2. Warden, secure the door.
3. Presentation of credentials.
4. Appointment of committees.
5. Roll call.
6. Reading of minutes of previous meeting.
7. Communications and correspondence.
8. Bills.
9. Reports of officers.
10. Reports of standing committees.
11. Special committees.
12. Unfinished business.
13. New business.
14. Election of officers.
15. Good and welfare of the Federation.
16. Installation of officers.
17. Adjournment.

RULES OF ORDER

1 During the continuance of the meeting si-
2 lence must be observed, the officers and mem-
3 bers retaining their respective seats, and no
4 one leaving the room without permission of
5 the President or Vice-President.

6 No member shall, by conversation or other-
7 wise, interrupt the business of the Federation
8 or refuse to obey the chair.

9 The President, while presiding, will state
10 every question coming before the Federation,
11 and immediately before putting it to a vote
12 shall ask: "Are you ready for the question?"
13 Should no member rise to speak, or by silence
14 indicate their readiness, he shall rise to state
15 the question, and after he has risen no member
16 shall be permitted to speak upon it. He shall
17 announce the result or decision of the Feder-
18 ation upon all subjects.

19 Every member, when he speaks or offers a
20 motion, shall rise and respectfully address the
21 presiding officer. While speaking he shall con-
22 fine himself to the subject under debate,
23 avoiding all personalities and indecorous lan-
24 guage, as well as any reflections upon the
25 union or its members.

26 Should two or more members rise to speak
27 at the same time, the chair shall decide who is
28 entitled to the floor.

29 No member shall disturb another in his
30 speech unless to call him to order for words
31 spoken.

32 If a member, while speaking, shall be called
33 to order, at the request of the chair, he shall
34 cease speaking and take his seat until the

1 question of order is determined, when, if per-
2 mitted, he may again proceed.

3 No member shall speak more than once on
4 the same question until all the members wish-
5 ing to speak shall have had the opportunity to
6 do so, nor more than twice without the per-
7 mission of the chair.

8 When any communication, petition or mem-
9 orial is presented, before it is read a brief
10 statement of its contents shall be made by the
11 introducer to the chair.

12 No motion shall be subject to action unless
13 seconded and stated by the chair.

14 Any member may call for a division on a
15 question when the sense will admit it.

16 When a question is before the Federation
17 no motion shall be received unless to close, the
18 previous question, to lay on the table, to post-
19 pone indefinitely, to refer, to amend, and shall
20 have precedence in the order herein arranged
21 —the first three of which shall be decided
22 without debate.

23 After any question, except one of indefinite
24 postponement or one the result of which the Fed-
25 eration cannot reverse, has been decided, any
26 member who voted in the majority may, at the
27 same meeting move a reconsideration thereof.

28 No amendments shall be received except
29 they are in writing.

30 All questions not provided for by the Con-
31 stitution, By-Laws, Rules of Order, or by the
32 General Laws of the Federation, shall be de-
33 termined by a majority of the members at a
34 regular meeting.

35 These rules may be suspended for a special
36 purpose by a vote of two-thirds of the mem-
37 bers present.

38 Roberts' Rules of Order shall govern the
39 proceedings of the Federation in the absence
40 of any rules not herein provided for.

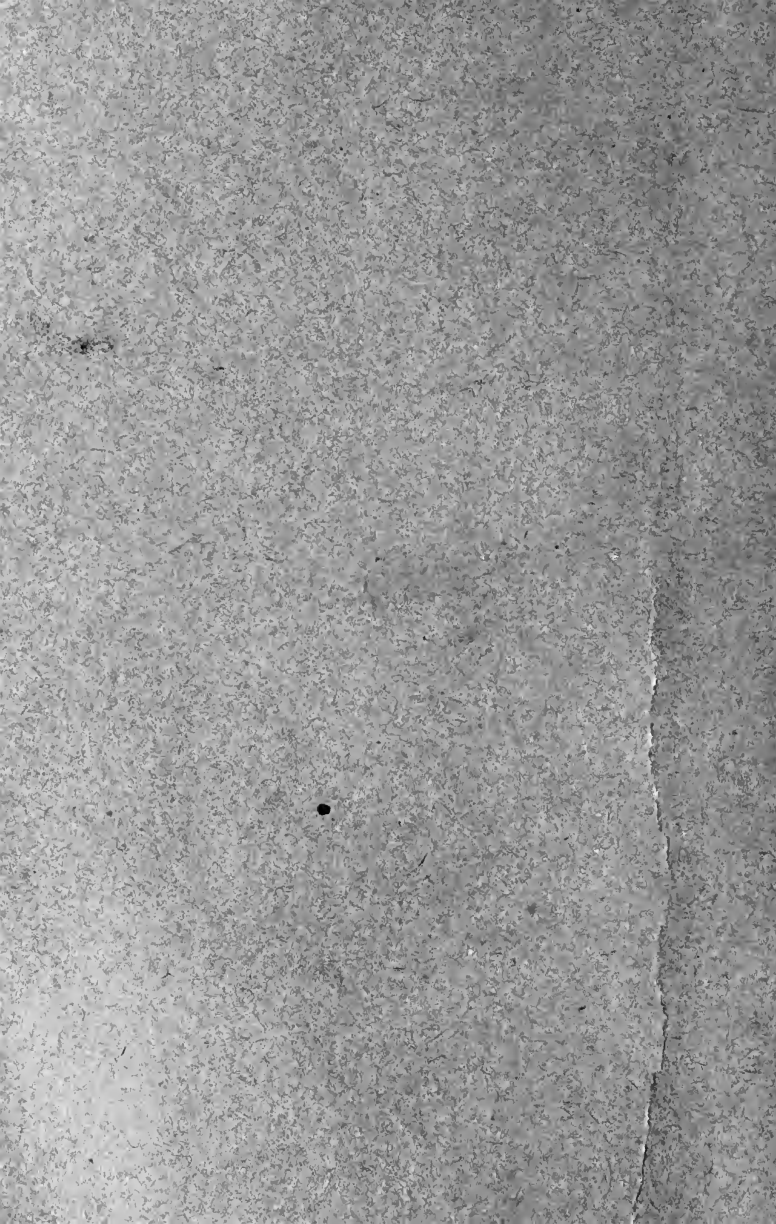
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Gaylord

PAMPHLET BINDER

Syracuse, N. Y.

Stockton, Calif.

